

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

IBEW 

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance Nos. 1-775-79-131 & 1-1010-80-103
P-RC 563 & Fact Finding Committee File No. 1686-80-259

MR. M. HEAD, Chairman
East Bay Division
Joint Grievance Committee

March 31, 1981

MR. T. C. PHEBUS, Company Member
East Bay Division
Local Investigating Committee

MR. J. VALENTINO, Union Member
East Bay Division
Local Investigating Committee

The above-subject grievances were referred to the Health and Safety Committee, pursuant to Section 105.5 of the Physical Agreement. As a result of that Committee's meeting on November 25, 1980, these cases were returned to the Pre-Review Committee for settlement in accordance with the following:

Fact Finding No. 1686-80-259 (1-1010-80-103) - In April of 1980, the employees in the Oakland Gas Department, Central District, received copies of Company's Fire Prevention Manual (revised May 1, 1979) and grieved the issuance of the manual on the basis that the "Scope" section of this document was not negotiated between the Company and Union and, therefore, was a violation of Title 107 of the Physical Labor Agreement. The Health and Safety Committee, after reviewing the issues in the case, agreed that the Fire Prevention Manual the inclusion of the "Scope" section of the introduction to the manual was not a contractual violation and in no way changes the conditions of employment of employees to their disadvantage. Further, the burden of fire prevention, notwithstanding resolution of this grievance, does not shift from management to the bargaining unit nor does it relieve the Company from its obligation to train employees in fire prevention.

The Health and Safety Committee, in its discussions, is of the opinion that fire prevention is an integral part of Company's Accident Prevention Rules; and if fire prevention is to be an effective means of providing a safer work place, then acceptance and a thorough understanding of the Fire Prevention Manual is the best way for employees to protect themselves against loss of wages and serious injury and against injury and property damage to others. Continual review and application of these regulations is mandatory, and the Company and Union are in complete agreement that Fire Prevention is one of the important parts of the job and each employee should personally participate and not assume that it is a job for other employees.

P-RC 563 (1-775-79-131) - The issue in dispute concerns the Fremont Electric T&D employees being required to wear long sleeves at all times. Considering the systemwide impact that this case has, the Health and Safety Committee recognizes that a systemwide clarification is required in the resolution of this grievance.

Various sections of the APR Book include particular requirements of the involved work activities to comply more specifically with AP Rule 12. The Health and Safety Committee does not propose to change the AP Rules. For instance, some, but not all, work activities which require long sleeves rolled down are:

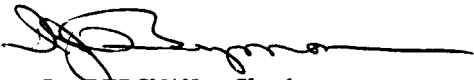
- 1) Working on poles, tower, or substation structures;
- 2) Working in manholes, vaults, excavations, or similar confined areas;
- 3) Crawling around, in or under, machinery or structures of any kind;
- 4) When wearing fire or heat protection garments;
- 5) Gas or arc welding;
- 6) Coating pipe, such as priming or wrapping; or
- 7) Working in other activities, where in the judgment of the supervisor in charge, long sleeves are required.

However, for those certain specific activities and general situations, as listed below covering all Departments, the interpretation of AP Rule 12 shall exclude the requirement for long sleeves:

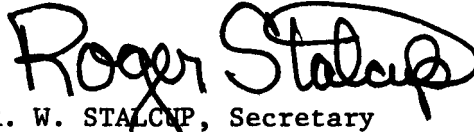
- 1) Applying cable pulling compound by hand, rather than by using mechanical applicators.
- 2) Working inside liquid-filled apparatus or equipment.
- 3) Working in offices or attending meetings or schools that do not involve participation in physical work activities.
- 4) Riding in automobiles or passenger-carrying vehicles.
- 5) Under such other conditions as the supervisor in charge may allow.

When the workday includes normal work functions, as well as the above excluded activities, employees shall provide appropriate clothing and comply with the long sleeve requirements of the Department involved in the performance of the normal physical activities.

These cases are considered closed on the basis of the foregoing, and the closure should be so noted in the Minutes of your next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

DJB:ml

- cc: GSBates
HPBraun
JSCooper
JYDeYoung
HMMcKinley
RKMiller
MEBadella
LCBeanland
IWBonbright
LVBrown
FCBuchholz
GFClifton, Jr.
RHCunningham
RDFagg
NRFarley
CAMiller
BPSadler
JBStoutamore
WKSnyder
CPTaylor
RCTaylor
LBlandford
Division Personnel Managers

EAST BAY DIVISION

MINUTES OF JOINT GRIEVANCE COMMITTEE MEETING

1919 Webster Street, Oakland
10:30 a.m., March 25, 1981

PRESENT

Committee Members

Pacific Gas and Electric Company

C. E. Altman, Div. Steam Supt., Chairman
M. E. Bennett, Div. Gas Supt. (absent)
M. Head, Div. Electric Supt.

Representing Pacific Gas and Electric Co.

R. F. Pape, Division Personnel Manager
T. C. Phebus, Supervisor of Labor Relations
M. A. Short, Labor Relations Representative

Committee Members

Local Union 1245, IBEW

L. Anzaldo, Gas Department
L. Henderson, Steam Department
M. Kizsee, Customer Services
K. McCoy, Electric Department (absent)

Representing Local Union 1245, IBEW

V. Stamps, Union Business Rep.
S. A. Thomas, Union Business Rep.
J. Valentino, Union Business Rep.

GUESTS

R. E. Rochel, Heavy Truck Driver, Central District
A. F. Vial, Manager, Central District
G. F. Wood, Manager, Bay District
S. C. Thomas, Acting Manager, Mission District
J. L. Hunter, Division General Services Manager (Chairman, Division Security Committee)
J. F. Coghlan, Division Gas Service Supervisor (serving as alternate for M. E. Bennett)
H. F. Penrose, Division Customer Services Manager

The minutes of the September 24, 1980 meeting were approved as written.

CORRESPONDENCE

None

OLD BUSINESS

PRC 503

1. GRIEVANCE NO. [REDACTED] - ELECTRIC T&D EMPLOYEES REQUIRED TO WEAR LONG SLEEVES AT ALL TIMES, FREMONT.

In view of the fact that the Pre-Review Committee referred this case to the Health and Safety Committee for further discussion and adjustment, the Joint Grievance Committee considers it to be closed and hereby notes its closure.

2. GRIEVANCE NO. 1-776-79-132 - "ON-CALL" PICK-UP TRUCK DISCONTINUED, FREMONT.

In view of the fact that the Review Committee referred this case to arbitration, the Joint Grievance Committee considers it to be closed and hereby notes its closure.

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

- DECISION East Bay Division Grievance No. 10775-79-131
- LETTER DECISION Pre-Review Committee No. 563
- PRE-REVIEW REFERRAL Requirement to Wear Long Sleeves, All Electric
T&D Employees

IBEW 

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
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P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

November 4, 1980

**CASE CLOSED
LOGGED AND FILED**

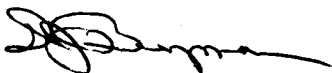
Nov 12 1980

MR. M. HEAD, Chairman
East Bay Division
Joint Grievance Committee

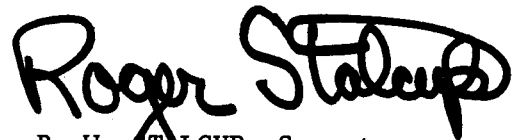
The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and its being returned, pursuant to Step Five A(ii) of the Review Committee, to the Joint Grievance Committee for settlement in accordance with the following:

The issue in dispute concerns the Fremont Electric T&D employees being required to wear long sleeves at all times and considering the system-wide impact that a case of this nature has, the Pre-Review Committee is of the opinion that the proper forum for resolving this issue is the system-wide safety committee that is provided for in Title 105 of the Physical Labor Agreement. Therefore, the Pre-Review Committee instructs the Joint Grievance Committee to submit this grievance pursuant to Section 105.5 of the Agreement to the above mentioned committee.

This case is considered closed on the basis of the foregoing, and the closure should be so noted in the minutes of your next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

DJB:ldb

- cc: GFClifton
- MEBadella
- LCBeanland
- IWBonbright
- LVBrown
- FCBuchholz
- RHCunningham
- NRFarley
- CAMiller
- JBStoutamore
- WKSnyder
- CPTaylor
- Div: Pers. Mgrs.